

A New System for a New Time

Broadbanding is a new approach to classifying and compensating managers. It involves reducing the current number of manager classifications by grouping them into fewer, more encompassing classifications. The newly classified managers will be placed into one of three new manager pay bands, depending on level of responsibility of their position. However, for conversion from the current system to the new broadbanding system, managers will move to the new pay band associated with the manager's previous pay range.

The State of Missouri plans to implement this new system to:

- Simplify the classification system.
- Provide agencies with greater flexibility to meet changing workforce needs.
- Allow for position-specific recruitment.
- Reduce the number of job classes.
- Facilitate movement between management positions.
- Provide agencies with greater compensation flexibility.

New Manager Classes

To reduce the number of job classes, many of the existing manager classes will be consolidated into common-use and agency-specific classes.

For example, under the UCP System, fiscal managers are classified in different classes (e.g. Chief Accountant, Comptroller, and Receipts and Reporting Administrator). In the broadbanded system, these positions may be consolidated into one class — Fiscal and Administrative Manager. This classification can be placed in any of the three bands, depending on the specific position's level of responsibility.

The number of management classes will be reduced from about 350 to approximately 25 classes.

Key Characteristics of a Broadbanded Manager

Must have

- Program Management
- Decision-Making

May have

- Policy-Making
- Planning
- Budget Development and Administration
- Supervision

New Pay Structure

The new compensation structure will consist of three stepless pay bands. Each band will have a minimum rate, a market rate, and a maximum rate. The initial band spread (distance from minimum to maximum rate) will be 70 percent with some overlap between pay bands.

Your current class and pay range will determine your initial pay band assignment in the broadbanded system.

| | |
|----------------------------------|---------------------|
| <i>Ranges 26-28</i> | <i>Pay Band I</i> |
| <i>Ranges 29-32</i> | <i>Pay Band II</i> |
| <i>Ranges 33 and above</i> | <i>Pay Band III</i> |

| Proposed FY 2000 Pay Bands | |
|----------------------------|---------------------|
| Band I | \$31,932 - \$54,284 |
| Band II..... | \$38,774 - \$65,916 |
| Band III | \$47,083 - \$80,041 |

Implementation of the new broadbanded system will occur during Fiscal Year 2000.



Questions and Answers

Q. Why are we changing this system?

A. To facilitate interagency and upward mobility of managers, to accommodate changes in workforce needs, and to reduce the number of job classes.

Q. How will the classification and compensation changes affect me?

A. You will remain a classified/covered employee with all associated rights. Your official job title will change and your salary scale will be wider. Your actual pay and job duties will not change.

Q. Will the change from pay ranges to pay bands affect my salary?

A. Conversion from pay ranges to pay bands is expected to be cost neutral. It is not anticipated that there will be any salary increases or decreases associated with the initial change.

Q. How will I move from one position to another in the broadbanded system?

A. Movement from one position to another within the same band will be a "within band transfer." Movement from a position in one band to

a position in another band will still be a promotion or demotion.

Q. How do I apply for a position in the new broadbanded manager system?

A. The application process will not change. Merit system agencies will use registers and career progression procedures. You may contact individual state agencies for specific information on vacancies and career opportunities.

Q. What if I have more questions?

A. You are encouraged to contact your agency's human resources office for more information.

**For more information on broadbanding and other issues, visit the State web site at:
<http://www.state.mo.us>**



An introduction to broadbanding for managers

